



# NJWELL SHBP/SEHBP

Year 2 Overview  
For Employers and Wellness  
Champions



**NJWELL**  
Working for a  
Healthy New Jersey

# What is NJWELL?

- Incentive-based wellness program available to active employees and covered spouses/partners who participate in the **State Health Benefits Program (SHBP)** and **School Employees Health Benefits Program (SEHBP)**
- Multi-year program that aims to cultivate healthy lifestyle choices and improve wellbeing among active employees who participate in the SHBP and SEHBP and to help contain healthcare costs for the SHBP, SEHBP, and their participating employers..
- Local Government and Local Education Employers are rewarded with discounted premiums if they achieve high participation rates in NJWELL.
- Eligible members and their covered spouses or partners who meet the program's Wellness Goals each year receive financial rewards in the form of a NJWELL Visa® Prepaid Card\*.



*\*Cards are issued by Citibank, N.A. pursuant to a license from Visa U.S.A. Inc. and managed by Citi Prepaid Services. Cards will not have cash access and can be used everywhere Visa debit cards are accepted.*

# Who is eligible to participate?

# Who is ineligible to participate?

## **Eligible:**

- All active employees enrolled in a SHBP/SEHBP health plan through their employer.
- Spouses or partners covered under an employee's SHBP/SEHBP health plan.

## **Not Eligible:**

- Employees who have waived SHBP/SEHBP health coverage.
- Anyone who is not eligible for SHBP/SEHBP coverage.
- Anyone enrolled in COBRA or retiree SHBP/SEHBP coverage.
- Children, including Chapter 375 subscribers.
- Spouses/partners who are not enrolled in a SHBP/SEHBP health plan.



# Background on Wellness Programs



- Empower individuals to take steps to improve their health.
- Reduce risks for conditions such as: heart disease, diabetes, stroke, and obesity.
- Offer employees and their covered spouses or partners financial incentives for taking steps to “know their numbers,” participate in health and wellness-related activities such as coaching programs, and maintain or improve their health.
- Offer a “win-win” by giving employees the support and structure they need to meet their health goals and allowing employers to enjoy the savings that result from a healthier workforce.

# NJWELL Program Overview

2014 NJWELL- For review only, this Opportunity is no longer available.

- Health Assessment  
**150 points**



**= 250 Points = \$100**

- Biometric Screening  
**100 points**

**For both Employee and  
their covered spouse or partner.**

\* Deadline to participate in year 1 was 10/31/14.

# Important Note for Local Employers: EPIC Report for year end taxation of rewards:

- The dollar value of financial incentives earned through NJWELL is considered income and subject to taxes.
- A report of employees who earned rewards in year 1 of NJWELL and the dollar value of the rewards was made available for State Monthly on EPIC for W2 reporting purposes. Taxation for State Biweekly agencies was handled by Centralized Payroll.



# NJWELL – Year 2 (2015)

## Action and Engagement

The focus of year two is on taking action and engaging employees to participate in healthy activities.

<b>Activities</b>	<ul style="list-style-type: none"> <li>Health Assessment – 150 points</li> <li>Biometric Screenings – 100 points</li> <li>Age/gender appropriate screenings – 25 points each for physical exam, mammogram, Pap test screening, colon cancer screening, prostate screening (if recommended by doctor)</li> <li>Flu Shots – 75 points</li> <li>Online Activities – 25 points each</li> <li>Online Coaching– 50 points</li> <li>Telephonic Wellness/Disease Management Coaching<sup>1</sup> – 100 points</li> </ul> <p><b>*Assessment and Screening must be completed to earn an incentive</b></p> <p>Maximum of 150 points total for these 3 items</p>
<b>Employee / Spouse Incentive<sup>2</sup></b>	<ul style="list-style-type: none"> <li>300 points: initial \$100 incentive</li> <li>400 – 475 points: additional \$50 incentive at end of year</li> <li>500 or more points: additional \$100 incentive at end of year.</li> <li>A possible \$200 in incentives per Employee and per Spouse/Partner</li> </ul>

1. For individuals identified as eligible. Members cannot get points for both online health coaching and telephonic wellness/disease management coaching.
2. Payment as funded by the SHBP/SEHBP and administered by the Vendors



# Health Assessment

The on-line Health Assessment allows members to gauge their potential health risks by answering a comprehensive self-assessment. The Health Assessment must be completed in order for an Incentive to be issued. The assessment captures the following information:

- **Current health conditions**
- **Vital statistics, including cholesterol and blood pressure measurements**
- **Lifestyle factors: alcohol consumption, tobacco use, stress, exercise and diet**
- **Life events: family, children, key relationships, job and finances**
- **Utilization of health care: doctor visits, prescriptions and hospitalizations**

**NJWELL** participants must register for their health insurance carrier's online member services in order to complete the Health Assessment. All information gained during the assessment is kept private according to State and Federal Privacy laws.

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# Biometric Screening:

## Biometric Screenings

Measure of blood-pressure, BMI (height & weight), glucose (sugar), cholesterol and triglycerides

### Onsite

- NJWELL will schedule biometric screening events throughout the year at regional meeting locations across the State.

### Physician Forms

- for participants who wish to have their doctor complete the screening, spouses, or those without an on-site option.
- Get 2015 Form at [www.nj.gov/NJWELL](http://www.nj.gov/NJWELL)

**Participants must complete both their Health Assessment and Biometric screening in order to qualify for a financial incentive in year 2.**

# NJWELL 2015: Online Activities-

- Take assessments to evaluate quality of sleep and stress levels.
- Track eating or exercise habits.
- Log and track your daily step counts if you use a pedometer or other fitness device.
- Log and track your weight.

# NJWELL 2015: Online Wellness Coaching

Correspond via email with a health coach.

Programs available include:

- Weight Loss
- Smoking Cessation
- Improving Exercise Routine
- Improving Nutrition Habits
- Improving Overall Happiness/Wellbeing

# Telephonic Disease Management Coaching

*\*Participants must be identified as eligible by Horizon or Aetna based on health assessment or biometric screening results.*

- For members with chronic conditions.
- Similar to Online Coaching, but completed over the phone with a nurse.
- Helps to ensure that members are using best practices to treat and manage their condition i.e.
  - Keeping up with regular Doctor visits
  - Taking maintenance medications as prescribed
  - Staying active

# Benefits of NJWELL for Employers

- Healthy Workplace initiatives offer a sense of camaraderie among coworkers.
- Employers with healthy employee populations benefit from increased productivity and better absenteeism rates.
- With improved health and fitness levels, **NJWELL** participants should experience increased stamina, lower levels of stress, and be able to better manage the demands of both their work and home lives.



# Wellness Champions

- If you have not already done so, designate a Wellness Champion to help spread the word about NJWELL and encourage employees to participate in healthy activities!
- A Wellness Champion should be someone who is passionate about Health and Wellness.
- A Wellness Champion should be willing to motivate their coworkers to participate in NJWELL and can start healthy initiatives in the workplace that will help employees earn points in NJWELL by logging in and keeping track of their activities on the Horizon and Aetna/ActiveHealth online portals.



# Wellness Champions

## Healthy Workplace Initiatives

- Walk at lunch Clubs (safety first, ensure all walking routes are safe and appropriate for use)
- Skip the Elevators, Take the Stairwells initiative
- Encourage activity for charity (ie 5k runs, walk for the cure, etc.)
- Healthy eating groups
- Pot luck lunches with healthy recipes
- Hand Washing/Prevention of Germ Spreading
- Flu Shots at the Workplace



## Resources:



- [www.nj.gov/njwell](http://www.nj.gov/njwell)
- Main hub for information on NJWELL.
- Contains links to websites below



- Online member Portal (ActiveHealth) – [www.MyActiveHealth.com/NJWELL](http://www.MyActiveHealth.com/NJWELL)



- Online member Portal: [www.horizonblue.com/shbp](http://www.horizonblue.com/shbp)

# Question & Answer



# Thank you

